
OBJECTIVE

Accomplish departmental goals for training design, training delivery and evaluation of training effectiveness across a wide variety of learning initiatives, assessing skill levels and learning development needs utilizing creative on-line, instructor lead training content in line with human resources disciplines.

SUMMARY

Creative, well-organized, results-oriented project manager / trainer / planner / coordinator with extensive experience designing and delivering training programs to foster regulatory compliance, skill building and personal development. Change agent familiar with introducing new programs and concepts to both union and non-union target audiences. Technically accomplished developer of on-line training and administration of learning management systems. Broad industry experience including maritime shipping, environmental, pharmaceutical, logistics and over 20 years of railroad operations, maintenance of way, freight marketing and customer service experience. Strategic thinker / practical tactician and seasoned manager with a global perspective integrating commercial, financial, operations, logistics and manufacturing points of view. Team builder who seeks collaborative relationships amongst diverse constituencies. Excellent communicator, public speaker and presenter. Skilled project manager capable of concurrently orchestrating several complex projects across internal organizational boundaries or with external entities. Managed development projects from idea to implementation including consensus building, presentations to stakeholders, recruiting project team members, budgeting and results tracking, implementation and project completion. Comfortable working among all levels of the organization from senior management to union ranks. Former elected public official experienced in public administration, constituent's relations, and the media. Former Chairman of County owned non-profit company providing training and employment search services. Founder of successful non-profit land preservation group and accomplished fund-raiser. Ethical, hardworking, international experience working abroad and in multi-cultural groups.

EMPLOYMENT HISTORY

Senior Technical Trainer – Merck and Company, Branchburg, New Jersey 2002 -Present

Training and project management services for Logistics and Facilities Management groups at five sites in New Jersey with over 375 union and non-union departmental colleagues and 150 contractors. Lead team of eight technical writers developing and revising 60+ Standard Operating Procedures for a variety of manufacturing and laboratory areas. Responsible for training program design and delivery of Behavior Based Safety, Six Sigma, corporate policies and professional skill development training. Acted as change agent delivering training on new departmental initiatives. Created training materials for on-line and instructor lead training using adult learning principles and instructional design techniques. Conducted face-to-face and webcast training sessions. Developed and assigned job specific curricula, monitored employee training gaps and worked with employee to close gaps. Participated in FDA and internal audits on training effectiveness, developed corrective action plans in response to audits. Created secure data archive to store version controlled copies of training materials. Acted as human resources department for contract employees, writing job descriptions, assessing skills required for the position and matching contract employees to positions based on qualifications and resume. Conducted on-boarding training and security checks and exit processing. Implemented three validated Learning Management Systems to deliver and record training delivery. Member of GMP Training and Education Association, group of Good Manufacturing Practices trainers from across the pharma industry.

Director Logistics - Novolog Bucks County, Inc., Fairless Hills, Pennsylvania 1998-2002

Project management / marketing / training / operations / general management responsibilities for newly formed seaport terminal company employing 150 people with \$15M annual revenue. Marketed company services increasing annual volume from 600K tons / yr to 2.2M tons / yr in three years, supported ISO 9001 quality certification for company, managed 24 / 7 customer service staff of 14, instilled high service ethic in group, cross-trained staff to improve service quality / consistency.

Manager of Planning – Consolidated Rail Corporation, Philadelphia, Pennsylvania 1984-1998

Fourteen year marketing / planning / logistics management career with \$4B annual revenue rail carrier and subsidiaries beginning as business analyst. Key accomplishments include project to internally develop new generation workstation with Information Systems group, managed several process improvement projects. Devised local area management business strategy while serving on cross-functional team redesigning service platforms. Business development accomplishments include project exploiting breakthrough technology of self-unloading train including negotiating project funding from senior management, customer and labor agreements, created promotional campaign including print and video.

Manager – New Site Development – Concord Resources Group, Princeton, New Jersey 1989 - 1992
(Concord Resources was a joint venture subsidiary of Consolidated Rail Corporation in the hazardous waste industry)

Selected by Conrail senior management to join new \$110M waste industry joint venture start-up in site development / logistics and marketing capacity. Managed acquisition of land for hazardous waste disposal facility proposed by Concord in Clarion County, Pennsylvania. Negotiated agreements with individual landowners, coordinated engineering and permitting on primary site including site studies, meeting with regulatory officials, public hearings and community outreach.

Market Development Manager – Burlington Northern Railroad, Alliance, NE, Saint Paul, MN 1978 - 1984

Field operations and marketing responsibilities with expanding western US rail carrier with annual revenues of \$4B. Initial field assignment as operations supervisor / yardmaster coordinating all shift activities in key rail facility employing 150 union members from six crafts processing 3,000 railcars / day. Later promoted into marketing department, developed market segmentation studies, negotiated rate and service packages with customers, published tariffs, wrote contracts, served on multi-departmental teams formed to rationalize service network and develop capital investment plans. Business development accomplishments include; creating unique re-use of obsolete equipment, sold concept internally to mechanical and financial groups, externally to customers, concept yielded 5% growth in market share with no capital investment; created and managed promotional and administrative aspects of innovative “frequent shipper” pricing program made possible by industry deregulation yielding short-term revenue gain and long term strategic advantage.

Assistant Operator – Sperry Rail Service, Danbury, Connecticut 1977 - 1978

Brief employment as technician operating rail flaw detection equipment on self propelled detector rail car. Maintained equipment in good order, interfaced with representatives of host railroads. Drove detector car over the railroad across much of Northeast US and most of Canada observing local railroad operating rules.

Freight Conductor – Michigan Northern Railway, Cadillac, Michigan 1976 - 1977

Operations related role for 250-mile long start-up short line founded by colleagues from Michigan State where I attended. Variety of roles including freight marketing, customer service, train and engine service and track tamper operator.

EDUCATION

1988	Post Graduate Diploma, London College of Advanced Transport Studies, London, England
1984	Certificate, College of Advanced Traffic, Saint Paul, Minnesota
1976	B.S.- Business Administration, Michigan State University, East Lansing, Michigan

ADDENDUM

Chairman of the Board - Bucks County Office of Employment and Training, Inc. 2007 - 2012

Appointed by Bucks County Commissioners to serve five-year term on Board of Directors of County owned non-profit employing 23 employees consuming \$1.5M in public funds annually. Organization provides job search services, training and welfare-to-work transition services for 625,000 county residents from two facilities. Responsibilities include management oversight, policy formulation, staffing, and service delivery.

Township Supervisor – Upper Makefield Township, Bucks County, Pennsylvania 1998 - 2003

Part time position as elected public official serving on five-member Board administering \$21M annual budget for Township of 7,800 residents. Fostered greater public awareness, participation in local government by initiating cable TV broadcasts of meetings, newsletters and mailings. Lead campaign for \$31M in bond issues to fund the largest and most aggressive open space preservation effort in Pennsylvania preserving 42% of land in Township. Encouraged fiscal discipline / accountability, lowered taxes five consecutive years through efficiencies, re-equipped police department, built new road department and fire department buildings. Implemented employee Performance Management Process evaluation system, negotiated contract with police, and established 401(k) for Township employees. Established climate of environmental sensitivity among developers including zero tolerance policy for ordinance violations. Township recipient of several Governors Awards for fiscal responsibility and environmental excellence.

Founder / President – Washington Crossing Preservation Foundation, Inc. 1995 - 1999

Formed and lead non-profit organization created to preserve land in historic Washington Crossing threatened by development. Recruited volunteers, sustained public opposition to project, media relations, retained attorneys, engineers and environmental experts. Secured 501(c)(3) tax-exempt status from IRS. Negotiated agreement to acquire land from developer, raised \$2.2M to purchase 22-acre site through private sources, State, County and Township funding. Closed deal, lands permanently preserved and now part of Delaware Canal State Park.